

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
August 2015



Jamal L. Smith
Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339	392											731
Number of Complaints Drafted	140	164											304
% of inquiries drafted	41%	42%											42%
Employment	208	232											440
Housing (Real Estate)	58	65											123
Public Accommodation	44	40											84
Credit	1	3											4
Education	9	17											26
Unknown	19	35											54
Number of Complaints Formalized	86	67											173
Employment	56	42											98
Transferred from EEOC*	2	6											8
Housing (Real Estate)	13	13											26
Transferred from HUD**	2	0											2
Public Accommodation	15	10											25
Credit	0	0											0
Education	2	2											4

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322	363											685
Region 1	33	32											65
Region 2	22	30											52
Region 3	17	20											37
Region 4	13	14											27
Region 5	147	169											316
Region 6	36	25											61
Region 7	16	6											22
Region 8	17	27											44
Region 9	19	35											54
Unknown/Out of State	2	5											7

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%	10%											10%
Housing (Real Estate)	7%	10%											9%
Public Accommodation	8%	11%											10%
Credit	50%	50%											50%
Education	15%	16%											16%
Open Cases by Area													
Employment	779	722											
Housing (Real Estate)	75	85											
Public Accommodation	153	152											
Credit	4	3											
Education	47	48											

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed	52	80											132
Employment	43	70											113
Housing (Real Estate)	5	4											9
Public Accommodation	4	5											9
Education	0	0											0
Credit	0	1											1
Type of Closure													
NPC	34	56											90
CWS	12	16											28
CW	0	3											3
AD	6	5											11
FO	5	4											9

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1	2											3
Employment	1	0											1
Housing (Real Estate)	0	2											2
Public Accommodation	0	0											0
Education	0	0											0
Credit	0	0											0
Active Cases													
Employment	28	29											
Housing (Real Estate)	15	19											
Public Accommodation	5	5											
Education	5	5											
Credit	0	0											
Average Age of Cases since NOF*	484	460											

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

ICRC (Robinson) v The Woods of Eagle Creek is a housing case based on disability discrimination. There were two issues alleged with a mixed finding. The first issue the Complainant alleged that Respondent treated her less favorably because of her disability. There was a No Reasonable Cause finding issued. The second issue alleged by the Complainant was that Respondent unreasonably delayed or denied a request for a reasonable accommodation. The second issue received a Reasonable Cause finding.

ICRC (Sellers-Lyons) v Gene B. Company & Brookview Apartments is a housing case based on disability discrimination. There were two issues alleged with a mixed finding. The first issue the Complainant alleged that Respondent refused to renew her lease because of her disability. There was a No Reasonable Cause finding issued. The second issue alleged by the Complainant was that Respondent unreasonably delayed or denied a request for a reasonable accommodation. The second issue received a Reasonable Cause Finding.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Galvan v Alliance TLC is an employment case based on disability. The case was settled in favor of the Complainant.

ICRC (Northam) v Boyer is a housing case based on familial status discrimination. The case was settled.

Wilson v Honda Manufacturing is an employment case based on race. The case was transferred to Federal Court.

Nash v IDOC is an employment case based on retaliation. This case was transferred to Federal Court.

Articles of Interest:

Statewide Continuing Legal Education Program heads to Muncie, September 18th 8/24/15

ICRC, Indianapolis Indians held fourth successful Civil Rights Night 8/17/15

ICRC issues findings against The Woods of Eagle Creek 8/17/15

Second Annual Civil Rights Night Essay Contest winners announced 8/11/15

ICRC issues charge against Gene B. Glick Company/Brookview Apartments 8/10/15

Bloom Project Inc. wraps up Kings Feast Symposium 2k15 8/3/15

ICRC finds probable cause against LaSain Corporation, Super Submarine Restaurant 8/3/15